

Policies of the Board of Education

Section I Students

900.54

STUDENT SEX DISCRIMINATION AND SEXUAL HARASSMENT POLICY

It is the policy of the Lake Country School Board to maintain a school environment free from all forms of harassment and to insist that all students are to be treated with dignity, respect, and courtesy. Any comments, gestures, or conduct relating to a person's protected status are unacceptable as are any threats to, or intimidation of, any person.

Any behavior between student and student, student and employee or other person(s) at the school which constitutes unwelcome sexual advances or requests for sexual favors; (e.g., display of derogatory posters, cartoons, drawings, uninvited letters, telephone calls, looks, gestures, teasing, jokes, remarks, or questions of sexual nature) or other verbal conduct of a sexual nature will be considered to be sexual harassment when such conduct has the purpose or effect of interfering with an individual's work performance or creating an unfriendly or offensive school environment.

The School Board recognizes students of both sexes work together and communicate. Although there is no absolute definition of conduct, which constitutes sexual harassment in every case, students are required to conduct themselves in accordance with the guidelines set forth above. The School Board will not tolerate any conduct, which fails to comply with the letter and spirit of these guidelines. Disciplinary measures up to and including expulsion may be imposed for violation of this policy.

All students have rights under state and federal laws to be protected from such harassment and are encouraged to report incidents, which may violate this policy. Reports should be made to the guidance counselor or other adults in accordance with this policy. Retaliation in any form for complaints or participation in any investigation of alleged harassment is prohibited.

Adopted by School Board November 15, 1993
Revised by School Board January 9, 1995
Revised by the School Board November 19, 1998
Reading 1 – May 15, 2002

SEXUAL HARASSMENT STUDENT-STUDENT COMPLAINT PROCEDURE

Step 1

Any student who feels he/she has been subjected to sexual harassment by another student or any parent/concerned individual who feels a student has been subjected to sexual harassment by another student must contact the Guidance Counselor, who will act as a mediator. The Guidance Counselor will meet separately with each individual involved in the complaint. If deemed appropriate by the Guidance Counselor, a group session between the parties involved in the complaint will be held in an effort to resolve the complaint on an informal basis. The informal mediation shall involve parents whenever possible, and shall continue for a period of no more than 30 days or until resolution is achieved if that is less. When the Guidance Counselor resolves the complaint informally, no disciplinary action will be taken. A confidential record of the proceedings to the extent authorized by the law in the informal procedure will be maintained. At the informal stage, the hope is to sensitize those involved to the effects of such behavior and to be constructive. Following the period of 30 days should mediation efforts fail or in the event that those involved do not follow through with the resolution agreed upon, and the complaint remains unresolved, the complainant may contact the District Administrator for further resolution.

Step 2

A written response from the District Administrator will be forwarded to the complainant with a copy to the Guidance Counselor within 10 days.

Step 3.

If after appeal, up to and including the District Administrator, the complainant feels that an equitable solution has not been reached, a written letter to the School Board may be initiated.

Step 4

The request to be heard before a committee of the Board on the matter of concern should be addressed to the Lake Country School Board President.

Step 5

PI 9.04 of the Wisconsin Administrative Code mandates district to establish procedures for receiving and resolving discrimination complaints (including harassment) and guarantees the complainant the right to appeal a negative determination by the School Board to the State Superintendent of Public Instruction within 30 days of the local decision.

Appeals under 20 U.S.C. Sec. 1415 and Wis. Stats. Ch. 115, relating to the identification, evaluation, educational placement, or the provision of a free appropriate public education of a child with an exceptional education need, shall be resolved through the procedure authorized by Wis. Stats. Ch. 115, Subch. V, and shall not be subject to these procedures.

Complaints under 20 U.S. C. Sec. 1231e-3 and 34 C.F.R. Sec. 76.780-76.782, commonly referred to as EDGAR complaints, that the state or a subgrantee is violating a federal statute or regulation that applies to a program, shall be referred directly to the State Superintendent of Public Instruction in Madison.